

## Administrative Order



**Administrative Order No.:** 7-5

**Title:** Labor Organizations

**Ordered:** 11/6/1962

**Effective:** 12/1/1962

### **AUTHORITY:**

Florida Statutes, Chapter 839.221 Section 4.02 of the Metropolitan Dade County Charter.

### **POLICY:**

#### **Strikes:**

Under state law, enacted June 3, 1959, no county employee may be a member of any labor organization which asserts the right to strike against the county Government. No county employee may himself participate in any strike against the county government.

#### **Violations:**

Dade County is subject to the provisions of this statute. Therefore, the county has no alternative other than to discharge any county employee who knowingly violates these provisions.

#### **Employee Rights:**

As long as these provisions are not violated, county employees are assured by state law the right and freedom of association, self-organization, and the right to join or continue as members of any employee or labor organization which complies with this regulation. They also have the right to present proposals relative to salaries and other conditions of employment through representatives of their own choosing. No employee may be coerced or intimidated to join or to refrain from joining such permitted labor organizations.

#### **Rules and Regulations:**

In order that the rights of the county employees may be protected and preserved, the

solicitation of union membership and union organizing activities directed towards county employees, on county property, during hours of employment, shall be governed by the following rules and regulations:

1. No union organizer, business agent, or official shall be permitted to contact county employees on county property during hours of employment to solicit membership in a labor organization, without having in his possession, a current permit issued and signed by the County Manager.
2. No county employee shall be permitted to solicit any other county employee, during the hours of employment or on county property, to join a labor organization.
3. It shall be the duty and responsibility of each department head, division head, or other supervisory personnel of the county to enforce the provisions contained herein.
4. All county employees are requested to report immediately to the County Manager any violations of this administrative order.

This administrative order is hereby submitted to the Board of County Commissioners, Dade County, Florida.

Irving G. McNayr

County Manager